



Skills for a Low Carbon Economy:
what next?
27 FEB. 2012 | PARIS, FRANCE



Global Green Skills Training Action Plan

Authors: Joel Marsden, James Medhurst and Pat Irving;
GHK Consulting

Agenda



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- **Overview of our approach**
- **Outlining the challenges**
- **Building the action plan**
- **Policy recommendations**

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Agenda

Approach

Challenges

Action Plan

Conclusions

The EU agenda for new skills and jobs and the G20 global training strategy provide the framework

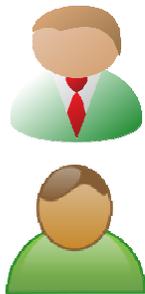
- A. Better functioning labour markets
- B. More skilled workforce
- C. Better quality jobs and working conditions
- D. Stronger policies to promote job creation and demand for labour.



1. Quality education as a foundation for future training
2. Continuous workplace training and Lifelong Learning
3. Building bridges between the world of work and training providers
4. Anticipating and building competences for future needs
5. Ensuring broad access to training opportunities



Successful skills strategies require demand and supply side actions

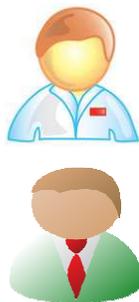


Demand side

- Stronger policies to promote job creation and demand for labour
- Anticipating and building competences for future needs

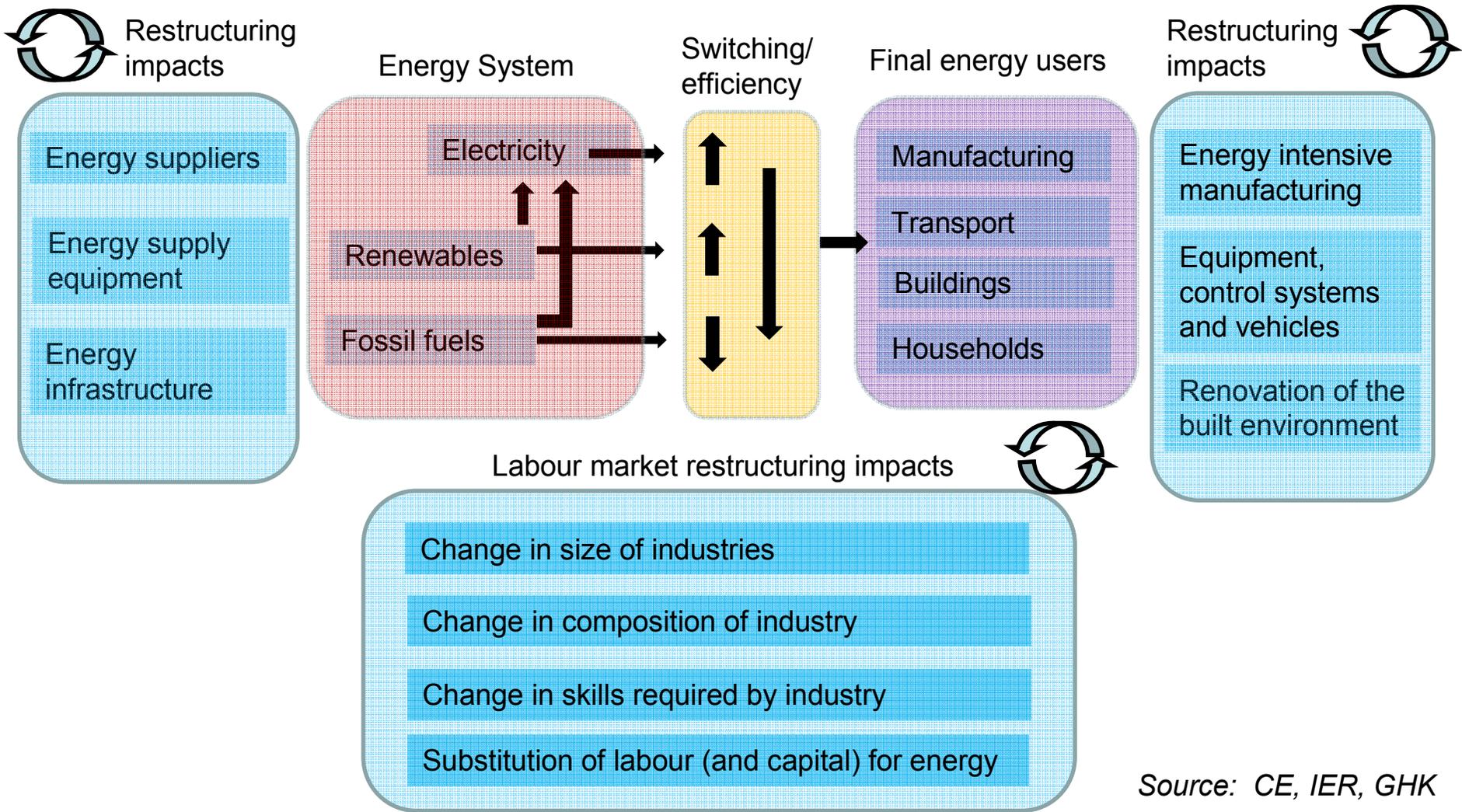
Building bridges between the world of work and education and training providers

Supply side



- Quality education as a foundation for future training
- Continuous workplace training and lifelong learning
- Ensuring broad access to training opportunities

Green transitions: a special case - technical change, characterised by churn

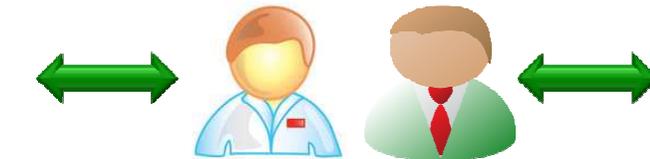


Source: CE, IER, GHK

Lifelong learning: reacts to and drives green skills training

Challenges

- Willingness to learn
- Ability to learn



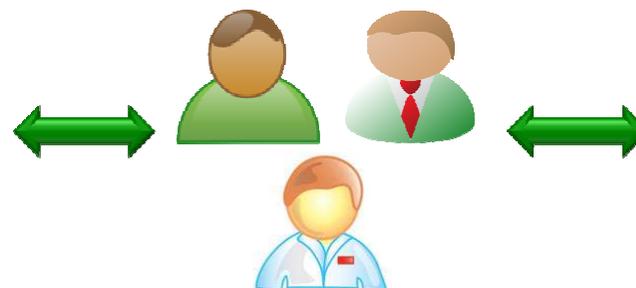
Foundations for future training

Solutions

- Active learning
- Mainstreaming

Continuous workplace training and lifelong learning

- Restructuring
- Internal adjustment



- Intensive retraining
- Flexible upskilling

Deeper, broader and flexible tripartite cooperation and engagement is fundamental to successful transitions

Employers and employees



Education and training providers



Government and local authorities



Building bridges between the world of work & education and training providers

Challenges

- Rapid change
- Skill bottlenecks

Solutions

- Managed networks
- Policy coordination

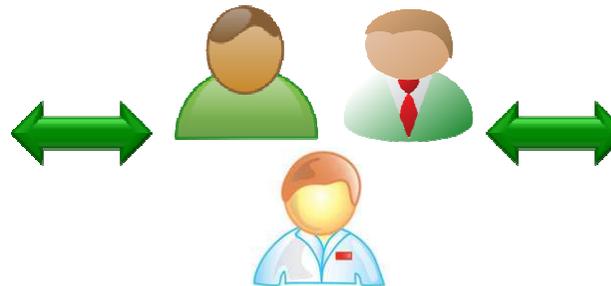
The need for an evidence base on the long-term and distributional impacts of change

Challenges

Solutions

Early identification of skill needs

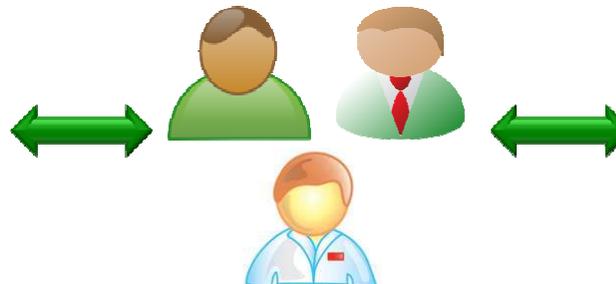
- Mixed messages
- Winners & losers



- Foresight research
- Adjustment support

Broad access to training

- Reinforced trends
- Unregulated activities



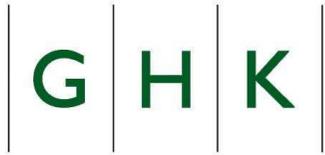
- Targeted support
- Decent jobs

Policy Recommendations: a recap

- Active, hands-on learning
- Mainstream environmental awareness
- Intensive courses to retrain
- Flexible courses to upskill
- Managed networks and policy coordination
- Foresight research into patterns of demand and supply
- Targeted support at vulnerable sectors and groups
- Ensure green jobs are also decent

Points for discussion / themes for further research

- Speed of implementation of effective policy action to support transition and drive demand for new skills (and time for developing training responses)
- Importance of overlooked skills in relation to entrepreneurship and innovation to ensure business responses to a changing policy environment
- Education and training's dual purpose; jobs and growth above all else?
- LT benefits of education (e.g. for lock-in); training for effective ST responses
- Integrate green skills analysis into the mainstream – how far to go? (e.g. if the EU cannot address general shortage of STEM how can green sectors?)
- Scope for applying analysis to other dynamics and 'mega-trends'
- Opening up green skill niches - looking beyond energy and climate



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Thank you for listening

For more information please contact:
joel.marsden@ghkint.com

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Completed studies	Clients
Skills for green jobs	Cedefop / ILO
Assessing green jobs potential in developing countries	International Labor Organisation
The employment dimension of economy greening	European Employment Observatory
Impact of climate change on employment and skills in the short term	DG Employment and Social Affairs
Implications for policies supporting transition to a Green Economy	DG Environment
Forthcoming studies	Clients
Skills for a low carbon Europe: the role of vocational education and training in a sustainable energy scenario	Cedefop
Studies on sustainability issues: Green jobs; trade and labour	DG Employment and Social Affairs
Benefits of achieving the EU biodiversity targets in the labour market and shortcomings in workforce skills	DG Environment
Background paper on VET excellence and green growth	DG Education and Culture